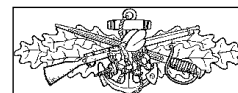




BU CAREER PATH (SCW)

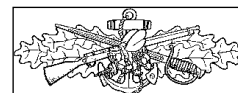


Builder (BU): Makes up the largest segment of the Naval Construction Force. BUs work as rough and finish carpenters, roofers, concrete finishers, masons, painters, bricklayers and cabinet-makers. Construction skills performed include: erecting wood, masonry, concrete and steel structures; installing interior finish work, sheet rock, paneling, ceramic tile walls, suspended ceilings, floor coverings, millwork and trim; operating carpentry shops, cabinet-making shops and tool and equipment repair shops; mixing, placing and finishing concrete to include building forms for concrete construction, operating concrete batch plants, portable concrete mixers and other concrete finishing tools and equipment; building wharves, bridges, and other heavy timber structures; reading and interpreting blueprints and preparing sketches for projects; making estimates of material, labor, and civil engineer support equipment requirements. Combat skills performed include: Embarkation via airlift/sealift; Chemical, biological and radiological (CBR) response including individual and unit protection and decontamination; coordinating disaster recovery teams (DRT) and airfield damage repair (ADR) teams; performing camp security (e.g. guard duty, obstacle construction, observation posts, patrols for squad / platoon sized elements, convoys with various numbers of troops and Civil Engineering Support Equipment (CESE), and communications set up). Individuals obtain small arms qualifications, advanced first aid training and crew-served weapons qualifications.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
27-30	CUCM	20.8 Yrs	CMC	36/36	Subsequent Sea/Shore Tours.
24-27	CUCM CUCS	20.8 Yrs 16.9	CMC, CSC Naval Academy SEL/Company Chief	36	4 TH Shore Tour Billet: CMDCM. Duty: NCR, NAVFAC, CSFE/CECOS.
21-24	CUCM CUCS BUC	20.8 Yrs 16.9 13.7		36	4 TH Sea Tour Billet: CMDCM, NMCB Company Chief. Duty: NMCB, NSW, UCT, NAVFAC, EURAFSWA SEL.
18-21	CUCS BUC BU1	16.9 Yrs 13.7 9.5	LDO, OCS, MECP, CSC, Camp David, Equal Opportunity Advisor, RDC, Recruiter, SARP	36	3 RD Shore Tour Billet: NCR Operations, SEL, Training Manager, RSS. Duty: CBMU, NCR, SRG, NCTC, PWD.
15-18	CUCS BUC BU1	16.9 Yrs 13.7 9.5		42	3 RD Sea Tour Billet: Project Manager, Platoon CDR, Detail AOIC, Company Ops Chief, QC Chief, CPOIC. Duty: NMCB, ACB, UCT, DEVGRU, NSW, OSA, MCASECTRACOM, NSW CSSD, State Department.
12-15	BUC BU1 BU2	13.7 Yrs 9.5 5.1	LDO, OCS, MECP, Brig Duty, Equal Opportunity Advisor, Camp David, RDC, Recruiter, SARP, SERE Instructor, USS CONSTITUTION, Women Ashore, WHCA, WHMO	36	2 ND Shore Tour Billet: Operations Chief, Instructor, Recruit Division Commander, Presidential Duty, Isolated Duty. Duty: CBMU, CBC, SRG, NCR, PWD, UCT, NSW, Camp David.



BU CAREER PATH (SCW)



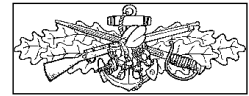
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
8-12	BU1 BU2	9.5 Yr 5.1	LDO, OCS, MECP, Special Warfare Support Activity Duty	48	2 ND Sea Tour Billet: LPO, Crew Leader, Quality Control Representative, Safety Representative, Tech Security Specialist. Duty: NMCB, ACB, UCT, State Dept, OSA, DEVGRU.
5-8	BU2 BU3	5.1 Yr 2.8	STA-21, OCS, MECP, Brig Duty, Camp David, WHCA, WHMO	36	1 ST Shore Tour Billet: Instructor, Recruit Division Commander, Recruiter, Crew Leader. Duty: CBMU, CBC, SRG, NCR, PWD, UCT, Camp David.
1-5	BU2 BU3	5.1 Yrs 2.8	Naval Academy, NROTC	48	1 ST Sea Tour Billet: Basic trades. Duty: NMCB, CBC, CBMU, PWD, EODSU. Qualification: SCWS.
1+/-	BU CN BU CA Accession training	9 Months	Ceremonial Guard		Recruit training, "A" School, and ECS (NEC 90CS) if initial billet is NECC.

Notes:

1. **E8 and E9 SEABEE RATES:** Three of the seven Seabee ratings compress to one rating at the E8 level. The remaining four compress at the E9 level.
 - a. (1) CUCM - CUCS - BU/SW/EA
 - b. (1) EQCM - CM/EO (2) UCCM - CE/UT
2. **SEABEE CLOSED LOOP NECs:**
 - a. 5933 - UCT Master Diver
 - b. 5932 - UCT Basic Diver
 - c. 5931 - UCT Advanced Diver
 - d. 5633 - Mobile Utilities Support Equipment (MUSE) Technician
3. **TRAINING:** Important to remember that majority of "C" School NECs are dropped once an individual is advanced to E7. NECs held are not indicative of career motivation.
4. **OCCUPATION FIELD 7 (OF-7) RATE:** Ratings in which primary technical focus is construction.
5. **WARFARE QUALIFICATION:** The Seabee Combat Warfare (SCW) specialist warfare qualification designation was established in 1992. Qualifying units are the six Naval Mobile Construction Battalions (NMCBs), the Amphibious Construction Battalion (ACB), and the two Underwater Construction Teams (UCTs).



BU CAREER PATH (SCW)



6. **CHALLENGING ASSIGNMENTS:**

a. **OVERSEAS CONTINGENCY SUPPORT ASSIGNMENTS:** Unaccompanied billets lasting from 6 to 18 months located in Afghanistan, Djibouti, and various other locations. These billets are sea duty and offer advantages towards advancement.

b. **SPECWAR / SPECOPS:** More billets supporting these specific units have been created. As the OSA continues, the SPECWAR and SPECOPS communities are in need of Seabees, especially the CM and EO ratings. These units have sea and shore duty components. The mission is to provide support for teams CONUS and OCONUS. A security clearance is needed for these billets.

c. **NAVAL MOBILE CONSTRUCTION BATTALIONS (NMCBs):** This arduous, demanding sea duty is the bread & butter of the Naval Construction Force. While current rotation varies, typical homeport period is 12 months followed by 6 month deployment. There are limited E-8 billets and no EACS billets. There is also a limited number of Bravo Company E5 & above billets (CE and UT). This type duty offers the best leadership opportunities. NMCB's are home ported in Port Hueneme, CA and Gulfport, MS.

d. **AMPHIBIOUS CONSTRUCTION BATTALIONS (ACBs):** Provides ship to shore transportation of fuel, materials, and equipment by means of barge ferry operations. ACBs construct elevated and floating causeway piers, install ship to shore fueling systems, erect medium-size portage-support camps, and provide camp support, perimeter defense, and construction support. Deployments are numerous and short-term. Each ACB has a sea and shore component. Currently, ACBs are home ported in San Diego, CA and Little Creek, VA.

e. **NAVAL SUPPORT UNIT STATE DEPARTMENT (NSU):** Provides the Department of State (DOS) with specialized skills in construction, maintenance, and the installation/repair of technical and physical security systems essential to DOS Diplomatic Security (DS), Counter-Intelligence, and Counter-Measures programs worldwide. Must be able to obtain a TS/SCI clearance.

f. **UNDERWATER CONSTRUCTION TEAMS (UCTs):** Provides construction, inspection, and repair of ocean facilities such as wharves, piers, underwater pipelines, moorings, boat ramps, etc. Seabees are capable of diving to 190 feet using scuba or surface supplied air to perform work underwater. UCT units are located in Little Creek, VA and Port Hueneme, CA. Each unit has a sea and shore component.

g. **ENLISTED COMMUNITY MANAGER TECHNICAL ADVISOR (ECM TechAd):** Responsible for "cradle-to-grave" monitoring and management of the health and welfare of the Seabees. Ensure that all Seabee ratings recruit and maintain required manpower, and that the manpower is correctly distributed throughout the enlisted paygrades as required by valid billets.

h. **PRESIDENTIAL RETREAT, CAMP DAVID:** Provides the President of the United States, and the first family with a healthy, safe, and uniquely private place to work and relax.

i. **RECRUITING / RECRUIT DIVISION COMMANDER / INSTRUCTOR:** These billets are challenging leadership positions associated with the process of "Sailorization". These challenging shore assignments offer huge advantages towards advancement. Must be SCW qualified and have a history of sustained superior performance to qualify for these billets.